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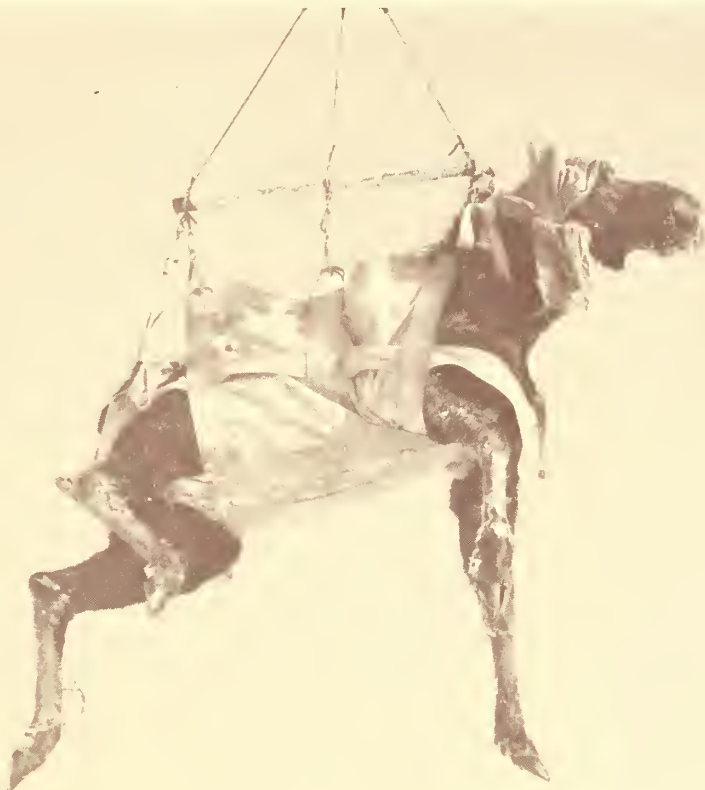
January-February 1987

HIGH FLYING MOOSE LAND ON THE MANTI-LASAL

Thirty "flying moose" have found new homes on the Manti-LaSal National Forest. According to John Niebergall, Ferron District Ranger, the moose were transplanted through a cooperative effort between the Utah Division of Wildlife Resources (UDWR) and the Forest Service (FS). The project began with a proposal from the UDWR to the Forest requesting that moose be transplanted into the Joes Valley and Upper Fish Creek areas. The Forest acted upon the proposal, through the NEPA process, by developing an environmental assessment which resulted in Forest Supervisor Reed C. Christensen deciding to allow the transplant and the development. An "Interagency Agreement" (between the FS and the UDWR) governing the transplant was subsequently signed.

The moose came from private lands in the Morgan-South

A blindfolded cow moose comes in for a landing near a horse trailer which will be used to haul the moose to the Manti-LaSal National Forest.



Rich Herd Unit of northern Utah. Moose were first located from helicopters. Then by hanging out the door of the helicopter and with the aid of a tranquilizer gun and a few drops of the relatively new "wonder drug," carfentanil, biologists were able to chase down and immobilize the animals. Once an animal was down, a second helicopter brought in a sling. After some effort (the moose weigh from 700 to 960 pounds—as large as many horses), the animal was placed in the sling and flown four to five miles to a loading site accessible by vehicles. Once on the ground, the moose were measured, tagged, weighed, and some were collared with either radio collars or wide colored bands. Both types of collars will provide information that will be helpful in future management decisions. The animals were then loaded into trailers, two moose to a four-horse trailer (separated from each other since they do not like company), and in-

jected with an antidote to the tranquilizer. An average of only 30 minutes elapsed from the time the animals were tranquilized to the injection of the antidote. The trip from the capture site to the release sites took from four to five hours, resulting in some moose being released after midnight.

Twenty-six moose (16 cows, 6 calves, and 4 bulls) were released in Joes Valley on the Ferron Ranger District. Rod Player, Forest Wildlife Biologist, said these animals are now at the southern extreme for moose in North America. The area does not contain what has traditionally been thought of as prime moose habitat but, according to Player, it does contain

habitat very similar to other areas where moose currently thrive.

This is the second attempt to establish moose on the Manti-LaSal National Forest. Between 1973 and 1978, 43 moose were transplanted to the Fish Creek drainage on the Price Ranger District (approximately 34 miles north of Joes Valley). Since the first animals were released, there have been 56 known illegal kills of moose in the area. Four cows were released in this area during the recent transplant. These animals will help augment the remnants of the earlier transplant efforts. Certain conditions have changed since the first transplant, so it is believed that recent efforts will have a much greater chance of success. Through Forest Service area closures, there are now several large tracts located adjacent to the transplant sites which are closed to vehicular travel. In addition, recent arrests, convictions, and stiff penalties for moose poaching have been well publicized and should lead to a reduction in illegal kills. Jim Karpowitz, UDWR Game Manager, said that "an extensive publicity campaign is planned, including signs and road blocks during big game hunting seasons."

According to Karpowitz, the transplant was financed by a "high-bid" moose permit that sold for \$16,000. In this program, hunters are able to acquire a hunting permit for a given



A cow and calf moose investigate their new home on the Manti-LaSal National Forest.

species by submitting the highest sealed bid. Money from these "high-bid" programs has made it possible to annually transplant many big game species throughout the State.

Rod Player
Forest Wildlife Biologist
Manti-LaSal National Forest



REHABILITATION FOR MAJOR 1986 FIRES ON THE BOISE

August 1986 was quite a month for the Boise National Forest. A major dry lightning storm moved over eastern Oregon and southwest Idaho on August 10. The Boise National Forest had 125 to 150 fire starts from that storm, four of which grew into major fires that eventually burned 22,165 acres. The Anderson Creek Fire alone (several fires that burned into one) burned 18,400 acres.

Following Forest Service policy, rehabilitation plans were developed for the major fires and submitted to the Regional Office three days after each fire was declared controlled. Two hundred miles of fireline were rehabilitated shortly after the fires were controlled. Rehabilitation of the badly burned areas within the firelines was not accomplished until later in October.

In all, 5,000 acres of the burned areas were rehabilitated with 92,000 tons of grass seed. Four thousand acres were seeded with 18 pounds per acre and the remaining 1,000 acres were seeded with 10 pounds per acre. The 1,000 acres will also be replanted with tree seedlings. The grass seed used included slender wheat, orchard grass, intermediate wheat, Cana-

dian blue grass, timothy, smooth brome, and mountain brome, chosen for their good root system and quick growing habits. These grasses also do not mat, which will make it easier to plant conifers in later years.

In addition to seeding, 220 acres of the burned area had slope stabilization efforts completed. This entailed anchoring logs, horizontal across the slope, to prevent rills and subsequent soil erosion.

Ten "trash racks" were also built to keep debris out of culverts and streams.

Grass seeding the badly burned areas was done by helicopter which is cheaper than doing it by hand—\$2.50 per acre versus \$10-\$12 per acre. The helicopter could also seed 25 acres on each flight, averaging 500 pounds of seed per flight. Even so, rehabilitation efforts were estimated to cost \$250,000.

Barbara L. Forderhase
Public Affairs Assistant
Boise National Forest



REGIONAL FORESTER'S MESSAGE

Traditionally, a New Year signifies new beginnings—a time to correct and modify; a time to reach out for the new, the daring and the hoped for; a time to cast out the negative and the ho-humness. The New Year is perceived as an opportunity to make changes assuring a better future.

A Regional effort to look at the future involved most employees the past two years. A product of that effort, "Future Direction - 1990," has been released and, in fact, should be on your desk. It contains changes and emphasis suggested by our employees and cooperators. Selected goals and optional actions are contained in the "Future Direction" booklet and elsewhere in this issue of the "Reporter"—all directed toward achieving the desired futures. The booklet is a reminder of our direction and a notepad to record employee and cooperator actions. The booklet is not a report nor is it more paper to file away.

Another action this past year which will bear future fruit is "Skunkworks." The name, "Skunkworks," comes from Al Capp's cartoon strip, "Lil Abner." No one knew what was being produced in a Dogpatch factory called Skunkworks. In this Region, there are countless good ideas and innovations occurring in the field that save time, money,

and effort but which no one knows about. These innovations need to be shared. One way of doing that is through the informal publication, "Skunkwork News," which was started a few months ago. If you have something that works, submit it. If you know someone else who is doing something that works, submit it (some are too modest to feel their efforts are worthy of consideration for "Skunkworks.") In either case, nominations should be sent to Deputy Regional Forester Clair Beasley. My thanks to those who already have shared ideas through "Skunkworks;" I encourage others to do the same.

Employee interest, initiative and ideas are always needed to carry out actions aimed at ensuring a better Region 4 future. Line officers and program managers are urged to gain and use ideas from employees and others.

Make the future work environment one in which you would like to live.



J. S. Tixier
Regional Forester

REGIONAL FORESTER PAYS TRIBUTE TO THE CHIEF

February 2, 1987, marked the passage of an era in the Forest Service. Chief Max Peterson ended an eight-year tour of duty in the Agency's highest office and announced Dale Robertson as his replacement, the twelfth Chief of the Forest Service. George Leonard moves from Associate Deputy Chief, National Forest System, to Associate Chief, replacing Dale.

Max Peterson has been the right person for the time involved. His background, qualifications, personal skills, energy and enthusiasm helped him lead the Forest Service at a time when strong leadership and personal credibility, both internally and externally, were essential.

Landmark legislation of the 1970's, RPA and NFMA particularly, required skillful guidance and strong rapport with both the Administration and Congress. Max managed to steer us through the rough waters of numerous controversial issues and legislative proposals while keeping Forest Service professional integrity strongly intact. We wish him well as he joins the ranks of our loyal alumni, after a brief period of honoring previous field commitments as "Chief Emeritus."

Our new Chief, Dale Robertson, is an open, sincere and highly capable Forest Officer who will fit well into the job and be responsive to field needs and concerns as well as Administration priorities. Once again, our new Chief is a career professional who has risen through the ranks in a variety

of Forest Service assignments, and for this we are grateful.

George Leonard with his strong resource background will complete a formidable front office team as Dale's Associate.

Chief Max Peterson visited the Intermountain Region on numerous occasions and many of our people are well acquainted with him. We wish Max the best in his retirement and welcome Dale as our new Chief with enthusiasm and support.



J. S. Tixier
Regional Forester



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"Caring for the Land and Serving People"



Intermountain Region

FUTURE DIRECTION - 1990

What Future Direction Is

FUTURE DIRECTION - 1990 is goals and actions to improve Regional work operations during the next several years. Regional employees and others we have contacts with recommended more than 170 changes to improve how we work with people and National Forest resources.

"Our employees, managers and others who know us well provided insight to forward-looking, upbeat direction for the future" say Delta Team members. Four Delta Teams and the Regional Management Team gathered and pondered recommendations the past two years. FUTURE DIRECTION - 1990 is the result of these team efforts.

In FUTURE DIRECTION, line officers and program managers are to implement five goals and a number of actions selected or suggested by the Regional Forester (opposite page). Goals and actions are to help achieve the following 5 DESIRED FUTURES:

What Should Happen by 1990

1. District Rangers deliver quality services to persons directly using and visiting the National Forests. Forest Supervisors and Regional Office Staff Directors (through Forest Supervisors) provide support and service to District Rangers. Supervisors and Staff Directors also provide quality services to National Forest cooperators, media representatives, organization leaders, legislators and others. Land and resource stewardship is elevated from maintenance levels to enhanced quality and



DESIRED FUTURES

1. • QUALITY SERVICES DELIVERED
• STEWARDSHIP ELEVATED
• EMPLOYEE RESPECT INCREASED
2. • PRIORITIES CHOSEN
• FLEXIBILITY MAINTAINED
3. • COMMUNICATIONS CLEAR
• SKILL LEVELS RAISED
4. • PROCESSES/REQUIREMENTS FEWER
5. • FACILITIES APPROPRIATE, SAFE, ATTRACTIVE AND COST EFFICIENT



DESIRED FUTURES ACHIEVED January 1990

increased productivity levels. Employees have increased respect for each other and the roles of District, Forest and Regional Offices.

2. Line officers and program managers perceive little constraint in choosing mission-oriented priorities. Officers and managers understand their delegated authorities and redelegate to employees to maintain reasonable flexibility.

3. Formal and informal communications between persons and groups are clear and effective inside and outside the Forest Service. Skill levels are raised through training and personal interest and efforts. Managers, employees, and constituents know each other better, talk more to each other, and exchange informal and formal messages on work items and emerging issues.

4. Less real and perceived process usage and requirement compliance exist. Either processes and requirements are determined valuable or they are eliminated. Effective public service and land stewardship determine which processes and requirements are retained.

5. Facilities of all types are maintained to standard. Safety, attractiveness, and cost-effectiveness are considerations in design, installation, rehabilitation, and disinvestment. Minor facilities such as signs, trailheads, and parking lots are managed appropriately along with major facilities such as roads, offices and interpretive centers. Facilities appear "well kept" and project a sincere, caring "HOST" image.

Delta Teams and Regional Management Team

GOALS AND SELECTED AND OPTIONAL ACTIONS



1: STRENGTHEN RANGER DISTRICT MANAGEMENT by providing needed support, budget, and expertise.

ACTIONS SELECTED for implementation by the Regional Forester*

- A. Develop mission statement, objectives, and strategy to gain public and employee understanding and acceptance of National Forest management. Also:
 - Identify and promote image that reflects current and future management objectives. (Use interpretive services, environmental education, and media skills to do so.)
 - Commit and involve employees.
 - Display forest plan: (1) "balance" among people and resource programs, and (2) contribution to states and the Nation.
- B. Re-emphasize Ranger skills and characteristics (ME 80's White Paper).
- C. Highlight and evaluate communications and socio-political skills in the Ranger Skill File process.

D. Reactivate Ranger representatives.

- E. Strengthen relationships with conservation organizations, interpretive associations, user groups, and public service organizations.
- F. Help employees reflect a positive attitude about the Forest Service and feel good about their jobs by being involved and recognized (include in performance elements and personal evaluations).

OPTIONAL ACTIONS suggested for implementation by the Regional Forester.

- G. Re-establish Assistant District Ranger positions where needed.
- H. Explain how forest planning relates to all employees.

I. Institute "ranger in town" concept in communities where there has not been or where there is no longer a District Ranger representative.

- J. Invite journalism students to work on National Forests as interns.
- K. Elect "Regional Forester/Staff Director/Forest Supervisor/District Ranger for the day" from local high schools for special recognition in Regional, Forest, and District offices.
- L. Identify and strengthen management of unique resource opportunities and features indicated by public demand, forest plans, congressional intent, and other Forest Service programs.
- M. Other actions devised by unit to STRENGTHEN RANGER DISTRICT MANAGEMENT.



2: INCREASE MANAGER FLEXIBILITY to choose priorities with emphasis on caring for the land and serving people.

ACTIONS SELECTED for implementation by the Regional Forester.

- A. Explain "matrix organization." Use "matrix organization" to maintain existing talents and skills and to obtain needed expertise.
- B. Encourage and recognize innovative employees and those willing to take risks within the rules.
- C. Emphasize retraining, early outs, and out placement in periods of staff reduction.
- D. Emphasize employment and retention of women, minorities, and disabled employees.
- E. Optimize use of special programs such as volunteers, SCECP, inmates, "Take Pride in America", etc.

OPTIONAL ACTIONS suggested for implementation by the Regional Forester.

- F. Facilitate employee participation in public communications, particularly outside working hours. Action includes:
 - Allowing spouses to accompany employees in Forest Service aircraft or government vehicles when appropriate.
 - Approval of claims for extra costs/expenses incurred by employees, including dues and expenses when attending association, service club, or similar meetings.
 - Asking employees to identify additional needs or barriers to public communications after working hours.

G. Provide job enrichment opportunities. Use methods such as cross training, "job switching," and details.

- H. Use small issue-oriented teams to propose solutions to Regional problems.
- I. Open up career opportunities for non-traditional specialists within OPM guidelines.
- J. Define "champion approach" and use to solve problems.
- K. Other actions devised by unit to INCREASE MANAGER FLEXIBILITY.



3: INCREASE and IMPROVE MANAGEMENT COMMUNICATIONS with employees and the public.

ACTIONS SELECTED for implementation by the Regional Forester.

- A. Improve manager and potential manager communication skills with emphasis on:
 - conflict resolution
 - public participation
 - internal communications
 - feedback
 - followup
 - career counseling
 - retiree relations
 - basic and state-of-the-art communications
 - writing understandable documents
 - packaging communications.
- B. Document and distribute rationale for major policy decisions, particularly on decisions where employee and public input were sought.
- C. Ensure that technology transfer is considered part of doing business.

D. Stipulate that more field personnel wear field uniforms and that all uniforms are worn properly.

- E. Follow up with clear, timely communications to assure that management direction is implemented.
- F. Visually display the implementation of Delta Team recommendations.

OPTIONAL ACTIONS suggested for implementation by the Regional Forester.

- G. Emphasize up and down communication in the Region using all available tools, such as video tape, (especially Chief and Regional Forester messages), family meetings, newsletters, etc.
- H. Ask public what information is needed and wanted, and provide intelligent and useful feedback.
- I. Seek opportunities to speak out on programs and issues at Regional, Forest, and District levels.

J. Provide Forest information/orientation sessions for employees and managers of special use permits, local restaurants, and hotels and for contractors and cooperators.

- K. Orient other community members so they can "tell Forest Service story" in schools, clubs, and elsewhere.
- L. Arrange for Regional Forester, or his designee, to personally visit Forests prior to sensitive or important policy decisions/actions that affect employees.
- M. Adopt "shadow program" (students follow employees around).
- N. Orient spouses and children to Forest Service mission and work.
- O. Increase counseling and assistance to reduce employee and family stress.
- P. Other actions devised by unit to INCREASE and IMPROVE MANAGEMENT COMMUNICATIONS.



4: ELIMINATE PROCESSES and REQUIREMENTS that do not serve people and care for the land.

ACTIONS SELECTED for implementation by the Regional Forester.

- A. Acknowledge and process employee suggestions promptly.
- B. Make conscious, visible decisions to continue or to discontinue unfunded programs.
- C. Reduce workload in administration before cutting back personnel. Prioritize work and drop low priority jobs.
- D. Continue to establish shared services agreements for appropriate specialties.
- E. Maximize fee collections to recover costs of special personal services;

i.e., seek to charge fees for processing special use permit applications, grazing permits, transfer applications, etc.

- F. Insure job quality standards are attainable and appropriate for the results desired.
- G. Maximize implementation of the National Information Requirements Action Plan.

OPTIONAL ACTIONS suggested for implementation by the Regional Forester.

- H. When cost effective and otherwise appropriate, contract to improve efficiency and publicize successes, especially non-traditional contracts.

I. Implement pilot study results from Gallatin, Ochoco, and Mark Twain National Forests to capture cost efficiencies and requirement reduction opportunities. (Mgt. Rev. Dis.)

- J. Increase use of "Value Analysis" and "Choosing by Advantage" as management tools.
- K. Other actions devised by unit to ELIMINATE PROCESSES and REQUIREMENTS.



5: MANAGE an APPROPRIATE NUMBER of FACILITIES in a safe, attractive, and cost-effective manner to serve the needs of the public and employees.

ACTIONS SELECTED for implementation by the Regional Forester.

- A. Identify authorities and opportunities to obtain or maintain safe, attractive, and cost-effective facilities and to cease investment in undesired facilities.

B. Identify facilities essential for National Forest management and maintain to standard, where appropriate, and within delegated authorities.

- C. Reduce costs and increase efficiencies of telecommunication facilities.

OPTIONAL ACTIONS suggested for implementation by the Regional Forester.

D. Reduce road design standards and require more purchaser design of roads.

- E. Other actions devised by unit to MANAGE an APPROPRIATE NUMBER of FACILITIES.

* SELECTED and OPTIONAL ACTIONS listed under one of five goal may help achieve other goals as well.



TARGHEE “SUPPORTS” HISTORY

With snow in the distance and a forecast of more, several Targhee National Forest employees and volunteers set out to prepare a badly deteriorated historic site for the winter.

Four charcoal kilns, over a century old, are located on the Dubois Ranger District and are one of many historic sites the Targhee administers. From 1886 to 1889, the kilns produced charcoal to smelt ore from the Viola Mine. The Viola was among the richest lead-silver mines in Idaho during its brief heyday. There were 16 kilns in the beginning but, when the mine shut down, the kilns were torn apart to salvage their brick for other uses.

Time has taken its toll and the roof of one of the remaining kilns is now near collapse. Jim McDonald, Forest Archeologist, had an unusual plan—to stabilize the roof against its own weight and the destruction wrought by water freezing in the bricks, until more permanent repairs could be made.

Lynn Hansen, Miles Barkhurst, Bryan Aber and John Kidd cut and raised steel pipes to support weak sections of the roof and pulled a tarp over it to shed rain and melting snow. Bryan and John are part-time employees and volunteered their time to work on this project. Ruby LeClair assisted with the placement of the tarp. Kathy Bailey, a Targhee volunteer, captured the silent aging beauty of the landmark in pictures.

As the workers stood back and watched clouds move over the nearby mountains, shadowing the kilns, they realized that the land and the weather are working slowly to return the kilns to the earth. But, with continued effort, Targhee visitors will enjoy this bit of history tomorrow and for a long time to come.

Ruby LeClair
Planning Technician
Targhee National Forest

Jim McDonald
Archeologist
Targhee National Forest ☐



John Kidd, Lynn Hansen and Bryan Aber install the first of three supports for the roof of the most deteriorated kiln. (USFS photo by Kathy Bailey)

The kilns as they appeared about 1890, shortly after they ceased operating. (Photo courtesy of Felicia Nichols)



Forest Service employees pull the tarp over the kiln.



COMMON SENSE IS THE KEY

Fire Management's red card system includes many types of fire-related jobs—but not all.

The last two years on the Payette National Forest have been busy fire years. The fire season of 1985 came after several years of low fire activity on the Forest. Many of the people called on to help with fire logistics in the McCall Service Center had little or no previous fire experience.

Things ran more smoothly in the Payette Logistics section in 1986—even though there were several fires being supported at one time—because many of the people had the experiences of the previous busy fire year.

At a recent Payette NF employee meeting, Pete Pierson and Glenn Jacobsen, Coordinators of the Payette Logistics, recognized the efforts of these folks by presenting them with a certificate and a Green Card. The certificate, similar to certificates issued by Fire Management for ICS courses, noted successful completion of C.S. (Common Sense) 101. The Green Card indicates the individual possesses the ability to: Smile — Use Common Sense — Control Frustrations — Delegate — and — Roll with the Punches.

Pam Gardner
Writer/Editor
Payette National Forest



Payette National Forest employees receive C.S. 101 Certificates and Green Cards.

QUALIFICATION CARD PAYETTE LOGISTICS

NAME: _____

CRITERIA ABILITY:

SMILE
USE COMMON SENSE
CONTROL FRUSTRATIONS
DELEGATE
ROLL WITH THE PUNCHES

EXPERIENCE: _____

APPROVED: _____
LOGISTICS COORDINATOR

This certifies that

has successfully completed C.S. 101
with Payette Logistics 1986.

Approved: _____

NEW PROJECT CREATES BETTER FISH HABITAT IN ROCK CREEK

The first phase of a pilot project to improve fisheries in Rock Creek on the Duchesne Ranger District, Ashley National Forest, has just been completed. Fish—and fishermen—should be better off because of the project.

The project came about through the efforts of an Interagency Biological Assessment Team (IABAT) composed of biologists from National Forests, the U.S. Bureau of Reclamation, U.S. Fish and Wildlife Service, Utah Division of Wildlife Resources, and a private consultant hired by the Utah Water Conservancy District.

By improving fisheries habitat, the team of experts sought to mitigate the loss of angler days caused by construction of the Upper Stillwater Dam on Rock Creek. Structures, some experimental, were designed by Dr. Ray White of Trout Habitat Specialists from Bozeman, Montana; on-the-ground work was accomplished by a Forest Service crew led by Bill Wall, Range Technician for the Duchesne District. Bob Hurley, the Ashley Forest Fisheries Biologist, provided technical expertise and direction during project construction.



Bob Hurley, Ashley Fisheries Biologist, explains how a log sill creates deep pools for trout on Rock Creek.

Currently, Rock Creek has few natural pools and limited hiding cover for trout. Winter survival for planted fish is low. To develop habitat, the team used rock and log sills, cabled tree revetments, boulder placement, and overhanging deflectors. Although these structures have been used occasionally on other streams, "To our knowledge, none have been used

on a stream of this size, with a high streamflow of over 2,000 cubic feet per second (cfs) during spring runoff and a minimum flow of 65-70 cfs," says Bob Hurley.

The four types of structures are being monitored in this pilot project to determine cost effectiveness and benefits to the fish.

Monitoring will be conducted by the IABAT over the next 5 years. Monitoring will consist of electro-fishing to determine fish biomass; creel census to determine fish harvest (actual fish caught); establishing and using photo points at each structure to determine changes over time; and conducting Binns' Habitat Quality Indices Studies to measure the changes in habitat quality as a result of the project.

The test structures are spread out over 2 one-mile sections of the stream. Structures that provide the most benefits to the habitat will be used in the rest of the river when the dam is completed.

Rock Creek Canyon is typical of streams on the south slope of the Uinta Mountains. Successful structures in the test may also be applied to these streams, when funding becomes available.

Besides creating pools and hiding cover, the biologists also sought to decrease stream braiding by concentrating the water flow into one or two channels where habitat is best.

Green trees, cabled to the bank along unstable areas of the stream, provide hiding cover for small fish, slow the stream velocity, and help stabilize the bank. The green trees are chosen over dead snags because of their resiliency and durability.



Cabling trees and logs to large rocks will help the new structures withstand spring flooding.

To perform the construction work, a crew of four plus three heavy equipment operators completed the two stretches of river. Total cost of the project was \$8,000. Most of the boulders were quarried from the dam site and the Forest

Service provided heavy equipment to haul them to the project site.

Bill Wall said that the challenge was for the crew to interpret the ideas and bring them from the concept stage to reality.

One special challenge on the project was to build a tree sill in an area where the stream was 95 feet across. To be anchored to both banks, a tree at least 12 feet in length was needed. No such trees were available, so the crew cabled two 70-foot logs together and used them for the sill.

Another challenge was building overhanging deflectors. According to Hurley, these artificial structures simulate overhanging banks. The structures were made by placing a large log in the stream at the angle desired for water deflection. Smaller logs were placed perpendicular to the large log and a shelf was built using additional logs parallel to the large log. This created a 1 1/2-foot overhang. The entire structure was then secured to the streambed with rebar and covered with large boulders.

The four types of structure are expected to last a minimum

of twenty years. By that time, biologists expect the river to adapt to its new look. Pools and established stream channels should remain intact. Willows and other vegetation should grow in stabilized areas along the streambank.

With improved habitat, Rock Creek will be able to sustain a year-round natural reproducing trout population, without the need for expensive annual plantings.

"Rock Creek should provide an excellent fishery if the pilot structures succeed," said Hurley. "If all goes well there, the public will be seeing additional structures in other similar streams in Utah."

A fish management plan for Rock Creek is currently being developed by the Utah Division of Wildlife Resources. This plan will utilize natural reproduction and may call for reintroduction of Colorado River cutthroat trout, the only trout species native to the Uintah Basin.

Ann Matejko
Public Affairs Officer
Uinta National Forest



SPEAKEASIES

The term "Speakeasies" could suggest an ale-stained booth in the back of a dark smoke-filled room in a local pub. In this case, Speakeasies is a group of Forest Service employees who meet in an Ogden Federal Building meeting room to have a positive, fun-filled lunch break while learning to improve speaking skills.

Group members donate their half-hour lunch period and the Forest Service invests another half hour each meeting as training time. The 11:30 a.m. to 12:30 p.m. meetings are usually on the first and third Tuesdays of each month. The meeting location is posted the morning of the meeting near the elevators.

Participation is voluntary. Some employees and their supervisors have included Speakeasies in training plans as a method of improving and practicing communication skills.

Speeches over the past year have been given on such tantalizing subjects as "nut-crack day," "making a jack-o-lantern from a turnip," "Iggy," "sugar blues," "crazy daze of summer," "the plug and chug of the 10 speed," "raising precious gems in your garden," "ageism," "a good figure (about racing horses?)" and "improper tree pruning." Two formal speeches are given at each meeting and all are just as thought-provoking and stimulating as those just mentioned. There's a wealth of information to be had by attending these meetings.

Interested? Grab your lunch and "come on in." Meet new people, have fun, and improve your communication skills. All employees are welcome. A good speech needs a good audience!

Appreciation is extended to the outgoing officers who have served Speakeasies during the past year. They will be happy to answer your questions and give you a handbook to browse through. Outgoing officers are: Mary McDonough, President; Bill Lyons, Educational Vice President; Karen Eason, Secretary; and Newman Crookston, Librarian/Sergeant-at-Arms.



Old and new Speakeasies officers applaud as former President Mary McDonough turns her responsibilities over to Bill Lyons, 1987 President.

The new 1987 officers have a hard act to follow. Those with that challenge are President Bill Lyons, Educational Vice President Margie Peterson, Secretary Nancy Closson, Librarian Mike Hanson and Sergeant-at-Arms Janae Driggs.

Cliff Benoit, (RW-RO)



FISHLAKE TAKES HOST PROGRAM TO MAIN STREET MERCHANTS



Ferrin Rex of the Fishlake National Forest recently presented a 2-hour HOST program to an unusual audience: front line salespeople from Richfield area stores and motels.

Richfield merchants first expressed a need for salespeople training in public service during a series of Economic Development Seminars in October. Seminar participants realized that visitors, prospective investors, and even townspeople form their opinions of the community as a result of contacts with sales clerks, checkout operators, and gas station attendants rather than the "leading citizens." These opinions can have a real impact in terms of growth, new businesses, and even local shopping.

The solution, all agreed, was to train these front line ambassadors in how to graciously meet the public and give a good impression of Richfield. Several people said they were developing such training, but that it would not be ready until the beginning of the next year. Salespeople needed the training in time to freshly prepare for the upcoming Christmas sales season.

This is where the Forest Service stepped in, since the agency already has a HOST program with trained instructors available. Ferrin Rex from the Fishlake National Forest volunteered to conduct the training on November 11, a federal holiday. He adapted the Forest Service HOST training to fit the private sector. Emphasis was given to individual increased effectiveness in customer/client relations through being a good HOST.

Ferrin targeted his audience well as the participants were clerks at an electronics store, a general merchandise store, and a motel.

Ferrin started the session by asking each attendee to recall both a bad and a good experience as a customer. They discussed the common elements that made a good experience. This was followed by excerpts—"A Night at the Inn"—from an "awareness" film, which gave both good and bad examples. The film, "Dealing with People," was also used.

The group discussed how best to serve customers and clients. The consensus of the group was that it is treating other people as one would wish to be treated. Each participant was challenged to write a personal goal for improving customer or client relations.

Session participants were pleased with the material presented and what they learned. They were amazed that the Forest Service had such training; however, upon reflection, they theorized that HOST training may have been one reason they had always been treated well at Forest Service facilities.

Although the program was not as well attended as it could have been, Ferrin, ever the gracious host, expressed a willingness to repeat the program if there is an expressed interest in the local community.

Andy Godfrey
Fishlake National Forest



ARTISTIC TALENTS RECOGNIZED

Clark Ostergaard, Landscape Architect for the Wasatch-Cache National Forest, displayed one of his many talents in the November issue of the Wyoming Wildlife magazine. The magazine featured a photograph of his painting which placed third in the Wyoming Conservation Stamp Act competition. A Utah native, Clark's "King of the Plains" painting reflects his interest in wildlife subjects. Clark studied art at Snow College, Brigham Young University, and Utah State University where he received a bachelor of fine arts degree in 1964. Clark has contributed illustrations for Forest Service book covers and pamphlets, as well as other important publications.

An employee of the Wasatch-Cache National Forest since June of 1964, Clark also worked on the Salmon National Forest and Tahoe National Forest for two and a half years each.

Clark's art work has hung in galleries in Utah, Colorado, and California, as well as the Springville, Utah, National Art Show. He placed fifth in the 1986 Nevada Trout Stamp competition.



"King of the Plains" took third place in the Wyoming Conservation Stamp Act competition.



LIFESTYLE

If you feel guilty and discouraged about your unkept health resolutions, here are some hassle-free things you can do that have immediate payoff and are easy to stick to:

1. **TOSS YOUR TOOTHBRUSH** at the end of every month and you'll lower your chances of picking up sore throats and other oral inflammations and infections from bacteria lurking in the bristles. Buy a supply now for the year ahead to make the switch easier. **BONUS:** Savings in dental-care costs and cold remedies.

2. **CHECK YOUR BALANCES** as you carry your briefcase, tote or handbag to keep your shoulder muscles and back aligned and relaxed. Switch the bag or case from hand to hand or shoulder to shoulder as you walk or stand. Split particularly heavy loads (of paperwork, personal items) between two lighter, smaller bags. **BONUS:** Lower risk of unnecessary back and shoulder pain.

3. **LEARN YOUR LABELS** and revise your food-shopping patterns to make sure you're using foods low in salt, fat and cholesterol. For a gradual change in your shopping habits that take only minutes per store trip, focus on one food product—like low-fat cheese or low-salt crackers. Compare labels and choose. Next trip, read another set of labels; adjust another buying habit. **BONUS:** A healthier heart.

4. **PICK UP YOUR WALKING PACE**, whether you're doing errands at lunch or strolling after dinner, to put more aerobic gain into your everyday walking. **BONUS:** You'll get places faster and feeling better.

5. **PLAN YOUR CHECKUP CALENDAR** now so you won't forget or put off meetings with your doctor. The accompanying chart is one health plan's recommendations to its members. Call your physician for his or her suggestions and to make the appointments. **BONUS:** An organized way to get early warnings on serious problems.

WHAT TO GET CHECKED AND WHEN

AGE	FOR MEN	FOR WOMEN	HOW OFTEN
20-40	Blood pressure	Blood pressure, breast exam, Pap test/pelvic exam	Annually
	Tonometry (for glaucoma)	Tonometry (for glaucoma)	Every 2 years after age 35
	Complete physical	Complete physical	Every 5 years
40-50	Blood pressure, stool exam, rectal exam	Blood pressure, stool exam, rectal exam, breast exam, Pap test/pelvic exam	Annually
	Tonometry	Tonometry	Every 2 years; yearly past 45
	Complete physical	Complete physical	Every 3 years
50-65	Blood pressure, tonometry, rectal exam, stool exam	Blood pressure, tonometry, rectal exam, stool exam, breast exam, Pap test/pelvic exam	Annually
	Complete physical	Complete physical	Every 2 years
		Breast x-ray	Every 1 to 2 years
	Colorectal exam	Colorectal exam	Every 3 to 5 years

Adapted from: Group Health Association, Washington, D.C., 1984.



15 DARES

The following note was found in the personal belongings of a young man struck down quickly by an incurable disease when 26 years old. The ideas seemed very appropriate as we consider "new beginnings"

1. To dream big.
2. To become all you can be.
3. To shun rigidity.
4. To expect the most of yourself, others.
5. To find something you love in everyone.

6. To set goals bigger than you.
7. To fill your battery with faith, hope, charity.
8. To not live in neutral but build with every thought and deed.
9. To live with sense of wonder.
10. To be vulnerable to life's challenges.

11. To write down 200 victories in your life.
12. To create two "Strength Notebooks."
13. To be a "go-giver."
14. To compete with yourself.
15. To realize our strengths are what we are.



RETIREMENTS

BILL PERKINS

Bill Perkins, Communication Specialist for the Wasatch-Cache National Forest, retired January 2. His 33-year Forest Service career began as an Equipment Operator on the Monticello Ranger District of the Manti-LaSal National Forest. After 3 months, Bill went to the Hill Field Electronics Equip-

ment Depot where he spent 3 years specializing in electronics. He then transferred to the Regional Office as Electronics Technician, working for 3 years out of the Redwood Road Shop. This enabled Bill to travel statewide. From there, he transferred to the Wasatch-Cache National Forest as Radio Technician.



Bill Perkins.

Bill also served in the armed services—both the Army and the Air Force.

Two cash awards were presented to Bill: one for his “extra efforts on the Forest’s Telecommunications Plan while maintaining and improving the Forest field radio communications” and another for his “extra effort and dedication” in helping with the transition into an interagency operation.

Bill spent 1 year at the Southern Idaho College of Education and his plans for retirement include finishing his electronics schooling. He is also looking forward to spending time with his wife of 34 years, Fae, his 5 daughters and 14 grandchildren. Bill plans to spend some time in Hawaii, visiting one of his daughters who lives there.

Bill will now have extra time to enjoy traveling, fishing and golfing, but he will be missed by all his friends and fellow workers at the Wasatch-Cache National Forest.

BILL SHEEHAN

William (Bill) Sheehan retired on January 2 with 30 years of Federal service. He was born and raised in Lynn, Massachusetts, just east of Boston. Bill graduated from the University of New Hampshire with a B.S. Degree in Forest Management.

Bill worked as an Extension Forester, a Consultant Forester, and a Blister Rust Control Officer for USDA North East Entomology Experiment Station in New Hampshire. He served 2 years active duty in the Navy and, in 1958, moved West where he was assigned to the North Slope of the Uin-

ta’s insect control project directing two 100-man camps. He also met Kae Collins and was married in 1958.

In 1959, Bill became Assistant Ranger on the Mountain View Ranger District, Wasatch National Forest, with responsibilities in Recreation, Special Uses, Minerals and Fire.

In 1963, Bill moved to the Salt Lake District and, in 1967, moved to the Wasatch Supervisor’s Office in Recreation and Law Enforcement. In 1972, Bill accepted the Mineral Forester position on the Dixie National Forest, where he completed his career.

Bill has been a Safety Officer on a Class I team for 4 years.

Bill and Kae plan to do some traveling in their new truck and 5th wheel trailer.



Bill Sheehan.

SCOTT TURNER

Born in Lyman, Utah, Scott Turner attended Wayne County High School and went to Utah State University majoring in Business Administration. Scott worked for private industry

in Richfield, Utah, prior to an appointment with the Fishlake National Forest in 1956. Scott then transferred to the Payette National Forest in McCall, Idaho, and then to the Bridger National Forest in Kemmerer, Wyoming. There he met his wife, Betty Lou, and was married in 1960. Scott worked in the Regional Office for approximately 11 years,



Scott Turner.

then went to the Challis National Forest as the Administrative Officer. In 1968, Scott moved to the Dixie National Forest as the Administrative Officer. He retired January 2.

Scott plans to enjoy his retirement by doing lots of fishing, hunting, and playing golf.

HAZEL HARKNESS

Hazel Harkness retired from the Wasatch-Cache National Forest on January 2, capping a 20-year career with the Forest Service.

Hazel attended Stevens Henager College of Business and worked for Singer Company. When Singer Company moved back to New York, Hazel came to work for the Wasatch-Cache National Forest, it was then the Wasatch National Forest. Hazel has been with the Forest since, working as a Resource Clerk, Budget and Finance Voucher Examiner and Accounting Technician under 4 Forest Supervisors—George Tourtillott, Chan St. John, Art Carroll and Dale Bosworth.

Retirement will allow Hazel to do the things she enjoys most: spending time with her 2 sons and 4 grandchildren; doing volunteer work for the Mormon church, in which she is a very active member; and spending more time cooking and traveling. Plans for travel include Alaska in 1987 and Samoya



Hazel Harkness.

in 1988. She is also looking forward to enrolling in cooking classes with the Gabby Gourmet.

When asked what she will remember the most about the Wasatch-Cache National Forest, she replied "all of the warm people with whom I've worked and become good friends and the 'Cluster' program." She will be missed by all of the employees that have had the pleasure to work with her. □

1986 Photo Contest

LAST CALL FOR ENTRIES

Now's the time to assemble those great photographs you've been taking and enter them in the 1986 Regional Photo Contest. The closing date is March 30, 1987.

Two private photographers will judge all entries. Prizes will be:

- Best of Show - Framed 11" X 14" print
- First Place (in each category) - Framed 8" X 10" print
- Second and Third Places (in each category)- Framed 5" X 7" prints

If the plans by the Forest Service Women's Association (Regional Office) for a 1987 calendar materialize, the winning photos in this contest will be featured.

In addition, each Forest will receive a duplicate set of winning photos.

Here are the rules:

1. The contest is open to all Region 4 and Intermountain Research Station employees, volunteers and retirees.
2. Color slides (transparencies), color prints, and black and white photos of all sizes are eligible.
3. Originals are preferred but duplicates will be accepted. Negatives should be included with color prints and black and white entries.
4. All entries must be labeled showing location, date and photographer. Photographers should specify the categories

in which they wish to enter their work.

5. Photos need not be taken in Region 4 but must look like Region 4 flora, fauna, terrain, etc. Photos from previous years—except past winners—are eligible.

6. After judging, original photos will be duplicated and the originals returned to their owners. Duplicate photos entered in the contest will not be returned unless requested.

7. There will be eight categories. Photographers may enter up to four photos in each category:

- Scenery
- Recreation activities
- Wildlife (animals)
- Resource use, management, and improvement activities (timber, range, minerals, wildlife, water, soil)
- Resource protection activities (fires, insects, diseases, noxious weeds, and flood control and damage repair)
- Forest Service people at work in their specialties. Include public (contacts) as well as resource work
- Wildflowers, trees, shrubs, and other vegetation
- Other (structures—current and historic signs, construction, communications, engineering, etc.)

8. Entries will be accepted through March 30, 1987.

9. Entries should be mailed to Phil Johnson, Information Office, USDA Forest Service, 324 25th Street, Ogden, Utah 84401. Please send photos in boxes or other protective containers. □

OBITUARY

T. CARL HAYCOCK

T. Carl Haycock, who served with the Forest Service for 44 years, died in a Reno, Nevada, hospital on January 11 at the age of 88.

Carl retired from the Forest Service as a District Ranger. He was a member of the American Legion and the Lions Club and a commissioner for the Boy Scouts of America.

He had resided in Sparks, Nevada, the past three and a half years. □

AWARDS

REGIONAL OFFICE

Cash

PHIL JOHNSON (IO) and CLIFF BLAKE (R&L) - For development and successful implementation of the "Tread Lightly" educational program.
KAREN CLARK (IO) - For providing outstanding support service to the Information Office Staff with special attention to high quality and exceptional responsiveness.
GAYLE CASH and EILEEN PALMER (AS) - For exemplary performance in establishing and implementing a system for control of personal property items with an acquisition cost between \$100 and \$500.
LORRIE WIGGINS (IO) - For providing timely and expert assistance in printing and distributing Forest Plans and Environmental Impact Statements, often under difficult time constraints.
MIKE HANSON (S&PF), RAY KINYON (AS), and RON HUMPHREY (TOIYABE NF) - For an outstanding job of summarizing a complex series of future direction/management emphasis recommendations into a precise, easy to understand and implementable document for the Intermountain Region.
BOB DAVIS and HELEN BLACKNER (IS) - For substantial savings through mailing processes.
JAN SINGLETON (PM) - For providing outstanding assistance to Region 4 and INT system managers during installation of the electronic T&A system.
SHARON PITTS (PM) - For providing outstanding assistance to Region 4 and INT timekeepers in implementing the electronic T&A program.
GEORGE D. FISHEL (PM) - For exceeding an acceptable level of performance in FY 1986.
JANAE DRIGGS (PM) - For overall performance that is above the "Exceeds Acceptable Level."
DEBORAH CAMPBELL, (F&PS) - For superior performance during fiscal year 1986.

Group Award

AVIATION AND FIRE MANAGEMENT EMPLOYEES—ROY KECK, MARGIE PETERSON, PAT KELLY, CLEE PEARSON, SHERYL MADDOX, SHERRY NAVAROO, MARY SPENCER, BEA ABBATO, MIKE BUSH, MARC ANDERSON, LLOYD DUNCAN, RUDY HARTMAN, CHARLOTTE LARSON, CLARENCE MONTGOMERY, DAVE RUSSELL, BILL THOMPSON, JEANNETTE HARTOG and LINDA CARTER - For superior performance for the past 2 years.

BOISE NATIONAL FOREST

Group

PAT AGUILAR, Lowman District Ranger; JAMES LANCASTER, Emmett District Ranger; and TRUMAN PUCHBAUER, Timber Staff Officer, SO - For overall leadership and sale planning in response to wind-damaged and fire-killed timber on the Lowman and Emmett Ranger Districts.
RONALD RIPPEY, Engineering Equipment Operator Foreman, SO; EMMETT DEMASTERS, and DON BURDETT, Engineering Equipment Operator Leaders - For outstanding planning, scheduling, and supervision of the Forest road and bridge maintenance program.

Quality Increase

LAUREL PARKER, Support Services Supervisor, Boise RD - For performance which substantially exceeds an acceptable level of performance overall. Specific recognition is made for personal time, efforts, and support of Affirmative Action goals and objectives.
KENNETH KING, Land Use Planner, SO - For substantially exceeding the level of acceptable performance.
ROBERT HAIR, Electronic Technician, SO - For sustained superior performance for the period of October 1985 through September 30, 1986.

Special Act

DUANE BUTLER, Idaho City District Ranger - For serving as Acting Deputy Forest Supervisor from 5/11-8/26/86.
MICHAEL DIMMETT, Forestry Technician, Cascade RD - For demonstrating exceptional work accomplishment in the direction and oversight of the timber stand examination program on the Cascade RD.
TERRY LEATHERMAN, Supervisory Forestry Technician, SO-AFM&L - For extra effort to further EEO in fire management.
STEVE SPAFFORD, Range Conservationist, Boise RD - For leadership in the implementation of the Safety Plan on the Boise RD during 1986 and for excellence in EEO counseling within Region 4.

Sustained Superior Performance

MARSHALL GREEN, Cartographic Technician, E-SO - For sustained superior performance as Lead Cartographic Technician for the Boise NF Geometrics Unit.

GORDON NUTT, Cartographic Technician, E-SO - For sustained superior performance as a Cartographic Technician.

FRANK UMBERGER, Forestry Technician, Cascade RD - For sustained superior performance in operation and maintenance of the Cascade RD campgrounds.

BRIDGER-TETON NATIONAL FOREST

Cash

JENNIE IMESON, Clerk-Typist, SO - For sustained superior performance in putting the Forest Plan, DEIS and associated material together during FY 1986.
JOETTE ZAKOTNIK, Carto Technician, SO - For sustained superior performance in putting the Forest Plan, DEIS and associated material together during FY 1986.
ELAINE MERCILL, Writer/Editor, SO - For sustained superior performance in putting the Forest Plan, DEIS and associated material together during FY 1986.
DORI COTE, Clerk-Typist, Buffalo RD - For sustained superior performance of duties as clerk/typist.
DENNIS SMITH, Forestry Technician, Buffalo RD - For accomplishing a high level of quality in facilities maintenance and as the key District liaison in construction of the Blackrock bunkhouse.
DEAN BURNHAM, Supervisory Forester, Greys River RD - For sustained superior performance in improving the Timber Management Program.
TERESA MILLER, Support Services Specialist, Greys River RD - For sustained superior performance in the areas of financial management and affirmative action.
TERESA MILLER, Support Services Specialist, Greys River RD - For outstanding contributions resulting in positive and identifiable progress in the Bridger-Teton National Forest Civil Rights Program.
CHERYL LEE, Computer Assistant, SO - For implementing a master list program on DG for mailing list labels for Forest Plan, on own initiative.

PAYETTE NATIONAL FOREST

Cash

CLIFFORD (SKIP) ARTHUR, Cartographic Technician - For assistance in preparing blueprints, drafting, and surveying of the Smokejumper Base project.
EUGENIA DJURIC, Personnel Assistant - For overall excellence.
RONALD FITZSIMONDS, Supervisory Forester - For outstanding contribution to District resource programs through innovative utilization of human resources (Junior Youth Training Program) in FY 1986.
SHERI KOSOSIK, Personnel Clerk - For significant improvements in all assigned areas and maintaining this performance while assisting in training clerical support during peak season.
COLLEEN LeCLAIR, Cartographic Technician (Drafting) - For assistance in preparing blueprints, drafting, and surveying of the Smokejumper Base project.
SCOTT LEMBERES, Supervisory Cartographic Technician - For assistance in preparing blueprints, drafting, and surveying of the Smokejumper Base project.
LAWRENCE NEWELL, Civil Engineering Technician - For outstanding performance in promoting safety in the Engineering Branch.
SHERWOOD (STRICK) STRICKLER, Cartographic Technician - For assistance in preparing blueprints, drafting, and surveying of the Smokejumper Base project.
PAT TRAINOR, Civil Engineer - For assistance in design of the Smokejumper Base in the early stages of development.
CATHY BARBOULETOS, Forester, New Meadows RD - For exceptional effort on the E.S. Bark Beetle E.A. and the Switch Timber Sale E.A.
DENNIS BOLES, Civil Engineer - For sustained superior performance in contract preparation of the Smokejumper Complex.
AL BORUP, Forestry Technician, FM - For outstanding performance substantially exceeding the requirements of his position during the 1986 fire season.
WILLIAM BUSHNER, Range Technician, New Meadows RD - For sustained superior performance of plantation protection duties.
JAMES FRY, Supervisory Forestry Technician, Council RD - For support, participation, and initiative to N.A.P. and overall support of Civil Rights.
DICK HARLOW, Forester, Weiser RD - Accomplished highly professional job in meeting assigned timber sale targets.
GENE HARDY, Engineering Equipment Operator Foreman - For taking the initiative to contract removal of several large debris blockages on the East Fork of the South Fork of the Salmon River and Profile Creek in order to minimize spring runoff damage of these drainages.
GREG MONTGOMERY, Forester, Weiser RD - In recognition of outstanding contributions to the District's silvicultural program.
LENNY OSTROM, Forestry Technician, Weiser RD - For outstanding job in timber sale administration meeting environmental and silvicultural objectives.
JACK PAANANEN, Forestry Technician, New Meadows RD - For an outstanding effort in developing and implementing progressive new ideas in services contracting.
STEPHEN PATTERSON, Forester, New Meadows RD - For an outstanding job in preparing the Lost Boat E.A. As Safety Chairperson, Steve increased the safety awareness and attitude on the District.
CHIP SIBBERNSEN, Supervisory Forester, New Meadows RD - For outstanding leadership of the sale preparation effort on the District.
MARK SIGRIST, Forestry Technician, McCall RD - For superior performance in the administration of the Fall Creek Salvage Timber Sale. Mark performed as lead administrator on the 27 MMBF sale.
STEVE WATERS, Forestry Technician, FM - For outstanding performance substantially exceeding the requirements of his position during the 1986 fire season.

SALMON NATIONAL FOREST

Cash

CATHY FEDOR-MOSER, Lead Forestry Technician, North Fork RD - For outstanding commitment to the development of a highly competent and professional helitack organization.
PAUL J. SMITH, Supervisory Forestry Technician, North Fork RD - For outstanding commitment to the development of highly competent and professional helitack organization.
WENDY J. KUNKEL, Supervisory Contract Specialist, SO - For performance substantially exceeding the requirements of the position.
ANITA D. MERRITT, Accounting Technician, SO - For performance substantially exceeding the requirements of the position.

Length of Service

KAREN D. HARVEY, Wildlife Biologist, North Fork RD - 10 Years
JUDITH M. GOUGH, Personnel Clerk, SO - 20 Years
ROBERT (NICK) TAYLOR, Forester, North Fork RD - 25 Years

SAWTOOTH NATIONAL FOREST**Special Act**

DALE LAMM, Fairfield RD - For the development of a multi-year program utilizing various resources, including volunteers, for trail maintenance that has exceeded yearly targets.

Length of Service

GARY L. KETCHESON and PAUL W. BRYANT - 10 Years

TARGHEE NATIONAL FOREST**Cash**

BRUCE PADIAN, Timber Management Assistant, Dubois RD - For outstanding performance in leadership and management of the timber, recreation and fire programs.

MARSHA PHILLIPS, Secretary, SO - For exceptional performance in handling communications and external contacts for the Forest Supervisor and Branch Chiefs.

KEVIN SCHULKOSKI, Supervisory Forester, Island Park RD - For outstanding administration and management of the District timber program, resulting in a dramatic improvement of quality and timeliness of the program.

ELLEN SPICKERMAN, Hydrologic Technician, SO - For superior performance in completing stream flow measurement on 205 streams.

MARK MOULTON, Hydrologic Technician, SO - For superior performance in completing stream flow measurement on 205 streams.

TIMOTHY JOHNSON, Contract Specialist, SO - For spending a significant amount of time on fire duties the past two seasons, plus keeping up with current duties and taking on an additional workload as well.

MARILYN CONDE, Accounting Tech, SO - For high standard performance while taking on extra duties on both the Targhee and Bridger-Teton NFs during a very critical time period.

KARLOTTA PARRY, Voucher Examiner, SO - For high standard performance while taking on extra duties on both the Targhee and Bridger-Teton NFs during a very critical time period.

BART ANDREASEN, Landscape Architect, SO - For continually exceeding acceptable performance elements in the Forest Landscape Architect Program.

JAMES McDONALD, Forest Archeologist, SO - For continually exceeding acceptable performance elements in the Forest Cultural Resource Program.

Group

RANDALL FREDERICKSON, Engineering Equipment Operator Foreman, SO; LEON BLEGGI, Civil Engineering Technician, SO; RONALD ROBERTS, Civil Engineering Technician, SO; RONALD PLATH, Civil Engineer, SO; ELIZABETH HOWARD, Civil Engineering Technician, SO; JAYNE CARDENAS, Clerk-Typist, SO - For expending extra effort in designing and contracting more miles of road than any Forest in Region 4 during a period when the section was understaffed.

Quality Step Increase

TERI THOMAS, Resource Clerk, SO

KEITH TWEEDIE, Supervisory Forester, Dubois RD

TOIYABE NATIONAL FOREST**Performance (Cash)**

JEAN BACKLUND, Purchasing Agent, SO

GENE BLANCHARD, Civil Engineer, SO

PEGGY DE LORIA, Personnel Clerk, SO

JUDITH BRAECKLEIN, Personnel Officer, SO

CYNTHIA FERGUSON, Resource Assistant, SO

AARON HOWE, Supervisory Civil Engineer, SO

GENE KALDHUSDAL, Forestry Technician, SO

ROBERT LACEY, Landscape Architect, SO

HECTOR QUIROGA, Electronics Technician, SO

ARNIE TURNER, Archeologist, SO

TIM WOODS, Warehouseman, SO

MARSHA JOSEPH, Realty Specialist, SO

JAMES LIVERMORE, Engineering, SO

SHAWN GOOCH, Engineering, SO

BERNARD DARE, Engineering, SO

PAMELA FISHLEIN-WRIGHT, Forester, Carson RD

KATHY MILNER, Forestry Technician, Carson RD

TIMOTHY FORSELL, Forestry Technician, Bridgeport RD

JOHN HIDY, Forestry Technician, Bridgeport RD

JAMES KOHMAN, Forestry Technician, Bridgeport RD

MARK MANDA, Forestry Technician, Bridgeport RD

LUCY CAMPBELL, Support Services Specialist, Austin RD

TOM TIDWELL, Supervisory Range Conservationist, Austin RD

RICHARD F. SMITH, Range Conservationist, Tonopah RD

EDWARD PANIAGUA, Forestry Technician, Tonopah RD

BUD HENDERSON, Forester, Tonopah RD

DON EASTIS, Forester, Las Vegas RD

Shared Services—Budget and Finance

VALENTINA LEDGER, Humboldt NF

CAROLYN JONES, Humboldt NF

DORIS PERRY, Humboldt NF

TAMMY REYES, Humboldt NF

Quality Step Increase

ALAN PINKERTON, Forester, Las Vegas RD

Certificate of Appreciation

GEORGE BOBOTES, SCSEP

ELINORE CHAPMAN, SCSEP

FERN HUTTON, SCSEP

HARRY BURCH, SCSEP

BUDDY LYONS, Volunteer

Length of Service

10 YEARS - BARRY STERN, MARCIA JOSEPH, WILLIAM "PAT" WARD, ROBERT LACEY, JANICE SANCHEZ, RICHARD JAMESON, ROBERT LARKIN, THOMAS JOHNSON, LARRY STOWELL, WAYNE FRYE, WALTER GROWS, FRED RICHTER, STEWART VOLKLAND, THOMAS LANDOLDT, RICHARD SMITH

20 YEARS - BARRY DAVIS, R. M. "JIM" NELSON, GEORGE NEWELL, DAVE YOUNG

25 YEARS - TERRY RANDOLPH, RICHARD BEER, MONT LEWIS, JEREL COFFMAN

30 YEARS - MAURICE CRAWFORD ☐

PERSONNEL

REGIONAL OFFICE**Appointment**

MICHELE HEAPS, Clerk-Typist, P&B

Promotions

DAVE HOLLAND, Supervisory Entomologist, S&PF (temporary)

FORREST SNYDER, Communications Specialist, IS

RALENE MAW, Computer Assistant, WL

MARILYN CLARK, Accounting Technician, F&PS

KATHY BRECHBILL, Cartographic Technician, E

LINDA CARTER, Computer Assistant, TM

RONALD BRODERIUS, Cartographic Technician, E

KARL SMITH, Cartographer, E

DEBORAH CAMPBELL, Accounting Technician, F&PS

Reassignments (With or Without Promotions)

LEE COLLETT, E, to Forest Engineer, Targhee NF

RICH HARRIS, E, to Forest Engineer, Wasatch-Cache NF

SUSAN CROWDER, Procurement Analyst, AS, from Boise NF

JOE GUSS, Director, F&PS, from Region-2

DUANE ATWOOD, Botanist, WL, from Uinta NF

Resignation

RENAE WOLDBERG, F&PS Office Management Assistant

Retirements

DALE ROBINSON, S&PF

VELMA STERRETT INAMA, INT-Forest Survey

VAUGHN FRANCIS, MAM

BEULAH BARRETT, P&B

ORVILLE ENGELBY, TM

Transfer Out

VIRGINIA COMELLA, Employee Relations Specialist, PM, to Labor Relations Specialist, Department of Defense Dependents' School for the German Region, Wiesbaden, Germany

BOISE NATIONAL FOREST**Promotion in Place**

JUAN BARBOSA, Administrative Assistant, Lowman RD

Reassignment (or Transfer)

RICHARD WEBSTER, Forester, SO

ROBERT CUNNINGHAM, Personnel Officer, SO to RO

Reassignment with Promotion

RAY MAROVICH, Supervisory Budget Analyst, SO

Retirement

FRANK UMBERGER, Forestry Technician, Cascade RD

BRIDGER-TETON NATIONAL FOREST**Promotions**

CRAIG LEWIS, Budget Analyst, Payette NF, to Supervisory Budget Analyst, SO

SANDRA SEATON, Clerk-Typist to Accounting Technician, SO

Promotion in Place

DOROTHY NECKELS, Clerk, SO

Reassignment

SHELLY SHAW, Purchasing Agent to Resource Clerk, SO

CORA MINNIE NELSON, Payroll Clerk to Accounting Technician, SO

Retirement

MILES HANSEN, Engineering Equipment Operator

Transfer In

LYNDA ALLEN, Payroll Clerk, Wasatch NF, to Payroll Clerk, SO

PAYETTE NATIONAL FOREST**Appointment**

BARBARA MILLER, Personnel Clerk

Promotion

DEANNA FLEMMER, Secretary to Supervisor and Staff

PAMELA S. BARNETT, Resource Clerk, Council RD

Promotion in Place

JAMES C. KNOX, Personnel Officer

JACK PAANANEN, Forestry Technician, New Meadows RD

SALMON NATIONAL FOREST**Detail**

SHELLEY A. DOUTHETT, Range Con, Leadore RD, to Forester (Administration)

Promotion (Temporary)

ROCKY D. SOLK, Clerk-Typist, Cobalt RD, to Support Services Specialist

Reassignment

SHERRY A. JACOBS, Procurement Clerk, SO, to Resource Clerk (Typing), North Fork RD

Resignation

JAMES B. STROUD, Forestry Technician, Leadore RD

Transfer Out

WENDY J. KUNKEL, Supervisory Contract Specialist, SO, to Procurement Analyst, Bureau of Land Management, Boise, Idaho

SAWTOOTH NATIONAL FOREST**Transfer In**

JOHN W. LLOYD, Fisheries Biologist, SO

TARGHEE NATIONAL FOREST**Transfer In**

TOM DILLAN, Forester, Willamette NF, to Forester, Island Park RD

Transfer Out

DAVE OZAWA, Forester, Island Park RD, to Forester, Lavell RD, Willamette NF

TOIYABE NATIONAL FOREST**Transfer In**

MARY COBURN, Fisheries Biologist, SO, from Shasta-Trinity NF

Transfer Out

JAN FORD, Wildlife Biologist, Tonopah RD, to Siskiyou NF ☐

PARTING SHOT

—UTAH STATE ALUMNI WANTED!...Other natural resource professionals too! The College of Natural Resources at Utah State University (USU) is celebrating its 60th Anniversary and Natural Resources Week on April 16-18. "Leadership in Natural Resources" is the theme. An alumni reception, a symposium featuring distinguished alumni and tours of College projects will highlight the week. This week also marks the beginning of USU's Centennial Celebration. For more information, write or call:

Dean's Office
College of Natural Resources
Utah State University
Logan, UT 84322
Phone: 801-750-2445

—The Bridger-Teton National Forest has announced five new telephone numbers to provide better service to the public. In-Service callers may also take advantage of this direct dial-

ing to various staffs in the Supervisor's Office. The new numbers include:

Program Planning and Budget Staff - (307) 733-3537
Resource Ecology Staff - (307) 733-7953
Engineering Staff - (307) 733-7952
Resource Services Staff - (307) 733-3464
Communication Services Staff - (307) 733-3348

—Until further notice, Denny Davies, Superintendent of Golden Spike National Historic Site (P.O. Box W; Brigham City, Utah 84302) has been assigned by Regional Director Mintzmyer as primary National Park Service contact in Utah replacing Don Gillespi. Since the National Park Service office in Salt Lake City has been closed, the Wasatch-Cache National Forest has agreed to make available National Park Service maps and information in the reception area of the Supervisor's Office. □

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